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Deep Dive PeaceCasting4Good Session from 2 June Session with
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From De Rigueur DEI to NextGen IDEA: A New Compass for Social Justice

For years, the acronym DEI – Diversity, Equity, and Inclusion – has served as the bedrock of organizational efforts towards social justice. While undeniably crucial in raising awareness and fostering initial systemic change, the rigid application of DEI has, for some, begun to feel like a de rigueur exercise, a box to be checked rather than a living, evolving commitment. As society grapples with increasingly nuanced challenges and the limitations of a purely compliance-driven approach become evident, it is time to consider a recalibration. The next generation of social justice demands a framework that is more dynamic, deeply human, and authentically transformative: IDEA – Inclusion, Diversification, Empowerment, and Authenticity.

The shift from DEI to IDEA is not a rejection of the foundational principles, but an evolution that addresses perceived shortcomings and propels

the movement forward. "Inclusion," while present in both, gains primacy in IDEA, reflecting a more deliberate and proactive posture. True inclusion moves beyond simply inviting diverse voices to the table; it actively dismantles barriers, fosters a sense of belonging for all, and ensures that every individual's perspective is not just heard, but valued and integrated. This emphasizes the continuous work of creating environments where everyone feels safe, respected, and genuinely part of the collective fabric.

The most significant conceptual leap lies in replacing "Diversity" with "Diversification." Diversity, while vital, often focuses on representation as an end in itself.¹ While tracking demographic data is important, a singular focus on quotas can inadvertently lead to tokenism or a superficial engagement with difference.² "Diversification," on the other hand, implies an ongoing, active process of expanding horizons, challenging homogeneous thinking, and

embracing a wider spectrum of lived experiences, perspectives, and approaches. It encourages organizations and communities to actively seek out, cultivate, and integrate a broader range of ideas, skill sets, and backgrounds, not just for the sake of ticking boxes, but for the inherent richness and innovation that such variety brings. This proactive pursuit of difference fosters genuine intellectual and social growth, moving beyond mere demographic targets to a deeper appreciation of the collective benefit of heterogeneity.

"Equity" transforms into "Empowerment" in the IDEA framework, signifying a crucial shift from corrective measures to proactive enablement. While equity rightly addresses historical disadvantages and systemic biases by providing resources and opportunities to level the playing field, empowerment takes this a step further. It

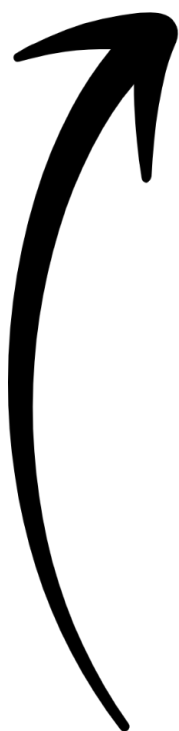
focuses on equipping individuals and marginalized communities with the tools, knowledge, and agency to advocate for themselves, shape their own narratives, and exert meaningful influence. Empowerment means fostering self-determination, building capacity, and ensuring that those who have historically been disenfranchised are not just given a seat at the table, but are actively supported to lead, innovate, and thrive. This moves beyond simply redistributing resources to cultivating genuine power and influence.

Finally, and perhaps most profoundly, "Authenticity" is introduced as a core tenet of IDEA. This crucial element addresses a growing disquiet with performative DEI, where initiatives are undertaken for optics rather than genuine commitment. Authenticity demands transparency, vulnerability, and a willingness to confront uncomfortable truths.³ It encourages individuals and institutions to engage in social

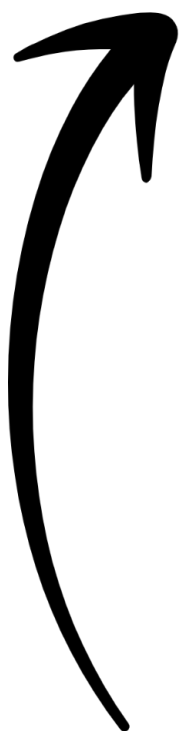
justice work with integrity, aligning actions with stated values. This means moving beyond superficial gestures to genuine self-reflection, continuous learning, and a willingness to acknowledge and address biases and systemic inequities from a place of honesty. Authenticity fosters trust, encourages genuine dialogue, and builds sustainable movements by ensuring that efforts are rooted in a deep-seated commitment to justice, rather than external pressures or fleeting trends.⁴

In essence, IDEA represents a more mature and holistic approach to social justice. It moves beyond the reactive, compliance-driven nature that some DEI initiatives have adopted, embracing a proactive, human-centered, and intrinsically motivated ethos. By prioritizing Inclusion as an active practice, embracing Diversification as an ongoing pursuit of multifaceted perspectives, fostering Empowerment as a means of self-determination,

and grounding all efforts in Authenticity, IDEA offers a robust and adaptable framework for the next generation. It is a compass that points not merely towards representation, but towards genuine belonging, transformative growth, and a deeply felt, authentically just society. The time for de rigueur DEI is waning; the era of IDEA, with its promise of deeper impact and more enduring change, is upon us.



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Session with CAZ & POLL co-hosts. Exec. Producer BradiVarius. PM
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Comparing the public records of Vice President Kamala Harris and Second Gentleman Doug Emhoff to the IDEA framework (Inclusion, Diversification, Empowerment, Authenticity) offers a contemporary lens on their contributions to social justice. As high-profile figures in the current administration, their actions and policy positions directly influence national discourse and policy.

Kamala Harris's Public Record and IDEA:

Kamala Harris's extensive career as a prosecutor, Attorney General, Senator, and now Vice President provides a complex record.¹

- **Inclusion:** Harris's historic position as the first female Vice President, first African American Vice President, and first South Asian American Vice President is itself a powerful symbol of inclusion.² Her policy advocacy has consistently focused on voting rights, criminal justice reform, and economic

opportunities for underserved communities.³ These efforts align with IDEA's emphasis on dismantling barriers and fostering a sense of belonging for all, particularly for historically marginalized groups. For example, her work on the administration's "Root Causes Strategy" aims to address underlying issues leading to migration, reflecting a global understanding of inclusion.⁴

- **Diversification:** While Harris's political ascent inherently represents a diversification of leadership at the highest levels, the "diversification" aspect of IDEA (expanding perspectives, approaches, and thinking) can be applied in several ways. Her background as a prosecutor, though sometimes criticized by some criminal justice reform advocates, also represents a diversification of experience within the progressive movement. As Vice President, she has spearheaded initiatives like the "economic agenda for

women" and small business support, which aim to diversify economic opportunity beyond traditional structures.⁵ The administration's focus on investing in underserved communities and promoting equity across federal agencies also speaks to diversifying resource allocation and policy approaches.⁶

- **Empowerment:** Empowerment is a key theme in Harris's public record. Her work on criminal justice reform, including advocating for alternatives to incarceration and reducing recidivism, aims to empower individuals caught in the justice system.⁷ Her focus on expanding access to capital for minority- and women-owned businesses directly empowers entrepreneurs.⁸ As Vice President, she actively champions voting rights, which is fundamental to empowering citizens to participate in democracy.⁹ Her leadership often involves engaging directly with

communities and advocating for policies that grant more agency to marginalized groups.

- **Authenticity:** This is perhaps the most nuanced aspect for any high-profile political figure. Harris's journey from prosecutor to progressive leader has drawn scrutiny regarding consistency and authenticity from various political perspectives. However, her consistent emphasis on issues of racial justice, gender equality, and economic opportunity, even while navigating the complexities of her past roles, suggests a core commitment to these values.¹⁰ Her public communication often stresses lived experience and a dedication to fighting for those who are overlooked. The IDEA framework's call for "genuine self-reflection" and "confronting uncomfortable truths" could be a valuable lens for continuous growth in political authenticity, particularly in a role that inherently demands a wide range

of compromises and strategic decisions.

Doug Emhoff's Public Record and IDEA:

As the first Second Gentleman, Doug Emhoff has carved out a unique public role focusing on specific initiatives.¹¹

- **Inclusion:** Emhoff has taken a leading role in combating antisemitism, an issue that directly addresses the exclusion and persecution of a specific religious and ethnic group.¹² His engagement with diverse faith leaders and communities around this issue strongly aligns with IDEA's goal of fostering a sense of belonging for all and actively dismantling barriers. He also works on food security, a foundational element for ensuring basic inclusion for vulnerable populations.¹³
- **Diversification:** Emhoff's focus on antisemitism and food security represents a diversification of the Second Spouse's

traditional portfolio, bringing attention to issues that might not always be at the forefront of national discourse. His engagement with student groups, community leaders, and diverse organizations reflects an effort to diversify the voices and perspectives involved in addressing these challenges.¹⁴

- **Empowerment:** By raising awareness about antisemitism and working with communities to combat it, Emhoff empowers those who have been targets of hate.¹⁵ His efforts to address food insecurity empower communities by ensuring access to essential resources, allowing individuals to focus on other aspects of their lives. His engagement with various stakeholders aims to empower them to take action within their own spheres.
- **Authenticity:** Emhoff's focus on combating antisemitism, given his Jewish heritage, appears to be a deeply personal and

authentic commitment.¹⁶ His public statements and actions in this area consistently reflect a genuine concern for the issue. His relatively less traditional role as Second Gentleman also allows for a degree of authenticity in choosing specific causes that resonate with him, potentially less constrained by broader policy agendas than a directly elected official.

Comparing to the New Understanding (IDEA):

Kamala Harris and Doug Emhoff, as contemporary figures in the highest echelons of government, provide a fascinating case study for the IDEA framework.

- **Operationalizing IDEA in Government:**

Their work demonstrates how the principles of IDEA can be operationalized at a national level. Harris's policy initiatives on voting rights and economic opportunity, and Emhoff's focused efforts on combating

antisemitism and food insecurity, are direct applications of inclusion, diversification, and empowerment within governmental structures.

- **Beyond Symbolic Diversity:** While their positions are significant for symbolic diversity, their actions aim to move beyond mere representation to enact systemic change. Harris's focus on legislative and policy reforms for racial justice and economic equity goes deeper than simply having diverse people in power; it's about changing the very structures that perpetuate inequality. Emhoff's focus on antisemitism directly addresses a form of systemic exclusion.¹⁷
- **Navigating Authenticity in High Office:** Both face the inherent challenges of maintaining authenticity in highly scrutinized public roles. While their commitment to social justice appears genuine, the political realities of their positions often require

navigating complex issues and making compromises. This highlights the continuous work of "genuine self-reflection" and "confronting uncomfortable truths" that IDEA calls for, even (especially) at the highest levels of power.

In conclusion, Kamala Harris and Doug Emhoff's public records offer compelling examples of how the IDEA framework can be applied to the work of high-ranking government officials. Their actions aim to foster inclusion, promote diversification of thought and opportunity, empower marginalized communities, and, within the constraints of their roles, strive for authenticity in their commitment to social justice. Their continued efforts represent a contemporary endeavor to move beyond a de rigueur approach to DEI towards a more dynamic and transformative vision for a just society.



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Deep Dive [PeaceCast4Good segment](#) hosted by Caz & Poll(AIOA) Produced by BardiVarius with Data Input from PM Thomas, Data Sommelier

The public records of Dennis and Elizabeth Kucinich offer interesting points of comparison to the proposed IDEA framework (Inclusion, Diversification, Empowerment, Authenticity) as the "NextGen Social Justice basis."

Dennis Kucinich's Public Record and IDEA:

Dennis Kucinich, a long-serving public official, has a record largely aligned with progressive social justice causes. When viewed through the lens of IDEA, we can see areas of strong resonance and some where the IDEA framework might offer a different emphasis:

- **Inclusion:** Kucinich has been a vocal advocate for civil rights and human rights throughout his career. His legislative efforts and public statements often aimed to ensure the protection and advancement of marginalized groups. This aligns well with IDEA's emphasis on actively dismantling

barriers and fostering a sense of belonging for all. His efforts to reopen community hospitals in Cleveland, for instance, demonstrate a commitment to ensuring access to essential services for all residents, regardless of their socioeconomic status.¹

- **Diversification:** While Kucinich championed diversity in various forms (e.g., advocating for worker rights, civil rights), the "diversification" aspect of IDEA, which implies actively seeking out and integrating a wider spectrum of perspectives and approaches, might be applied more broadly. His political career has at times been characterized by a strong adherence to specific ideological positions, which could be seen as less focused on active "diversification" of thought within a political movement. However, his willingness to challenge established norms and propose alternative solutions (like a national health care system or a "Cabinet of Peace")

demonstrates a form of intellectual diversification.

- **Empowerment:** Kucinich's record strongly aligns with the concept of empowerment. He consistently fought for the economic and social interests of his constituents, including saving the municipal power company in Cleveland (Muny Light, now Cleveland Public Power) and working to preserve the steel industry.² These actions directly aimed to empower working-class communities and provide them with economic stability and control over essential services. His advocacy for a national healthcare system and preserving Social Security also speaks to empowering individuals with fundamental social safety nets.
- **Authenticity:** Kucinich is often characterized by a strong sense of principle and a willingness to take unpopular stands, even if it cost him politically (e.g., his vote against the landmark health reform bill due to

concerns about "redistribution of wealth to Wall Street").³ This demonstrates a commitment to authenticity, prioritizing his convictions over political expediency. However, his past record, including some controversial campaign tactics and shifts in positions on issues like abortion, have also drawn criticism regarding his consistency and authenticity in certain areas. The IDEA framework's emphasis on "genuine self-reflection" and "confronting uncomfortable truths" could be a valuable lens for examining such instances.

Elizabeth Kucinich's Public Record and IDEA:

Elizabeth Kucinich's public record, particularly her work as an activist and advocate, also resonates with the IDEA framework:

- **Inclusion:** Her work with organizations supporting Palestine refugees (UNRWA USA) and Sean Penn's Haitian relief organization (J/P HRO) demonstrates a direct

commitment to inclusion, focusing on providing humanitarian assistance and fostering dignity for marginalized populations globally.⁴ Her efforts to bring social, economic, and health systems into balance reflect a desire for a more inclusive society.

- **Diversification:** Elizabeth's advocacy for organic food, veganism, and regenerative agriculture highlights a commitment to diversifying not just dietary practices, but also agricultural systems.⁵ Her work challenges conventional, industrialized food systems and promotes alternative, more sustainable and equitable approaches.⁶ This aligns with IDEA's push for "diversification" of ideas and methods, particularly in areas affecting human and planetary well-being.
- **Empowerment:** Her work as Director of Policy at the Center for Food Safety and government affairs director for the Physicians Committee for Responsible

Medicine (PCRM) demonstrates a focus on empowering individuals through access to healthier food and informed choices. By advocating for policies that promote sustainable food production and address environmental concerns, she empowers communities to have greater control over their health and environment. Her work with veteran farmers also speaks to empowering individuals through engagement in food production.⁷

- **Authenticity:** Elizabeth's public persona and work appear consistently driven by a passion for environmental and social justice.⁸ Her commitment to plant-forward lifestyles, sustainable agriculture, and humanitarian causes seems to stem from deeply held beliefs.⁹ Her role in producing documentaries like "GMO OMG" further underscores a desire to shed light on important issues and encourage authentic engagement with

complex topics.

Comparing to the New Understanding (IDEA):

Overall, both Dennis and Elizabeth Kucinich's public records demonstrate a strong underlying commitment to many principles encapsulated by the IDEA framework.

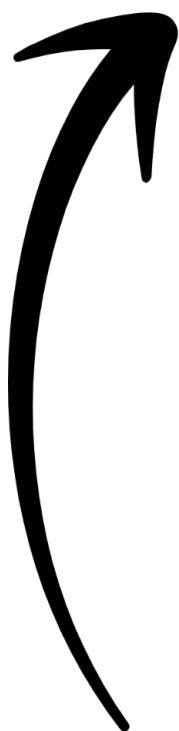
- **Shift from DEI to IDEA:** Their work often moves beyond a purely "diversity" or "equity" focus as traditionally defined in DEI. Dennis's efforts to save Muny Light and the steel industry are clear examples of "empowerment" rather than simply ensuring equitable access to existing systems. Elizabeth's advocacy for alternative food systems goes beyond mere "diversity" of products to "diversification" of the entire agricultural paradigm.
- **Emphasis on Authenticity:** Both, in their own ways, have demonstrated a degree of authenticity in their pursuits, often aligning their public actions with deeply held

convictions. While Dennis's record shows some complexities in this regard, his willingness to be an outlier on certain votes highlights this trait. Elizabeth's dedicated advocacy for specific causes appears consistently authentic.

- **Proactive and Human-Centered:** Their work leans towards being proactive and human-centered. Dennis's focus on community well-being and basic needs, and Elizabeth's dedication to humanitarian aid and sustainable living, are inherently focused on improving the human condition and fostering well-being, aligning with the "proactive, human-centered, and intrinsically motivated ethos" of IDEA.

In conclusion, while the Kucinich's work predates the formal articulation of IDEA, their public records largely embody its spirit. They have consistently sought to create more inclusive societies, diversify approaches to systemic

problems, empower individuals and communities, and operate from a place of genuine conviction. Their careers can serve as a practical illustration of how the principles of IDEA can be put into action, moving beyond a purely compliance-driven approach to social justice towards a more dynamic and transformative engagement.



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Donna Brazile and Muriel Bowser represent significant figures in American politics, with public records that offer distinct yet complementary perspectives when viewed through the IDEA framework (Inclusion, Diversification, Empowerment, Authenticity). One operates primarily in the realm of political strategy and commentary, the other as a chief executive of a major U.S. city.

Donna Brazile's Public Record and IDEA:

Donna Brazile, a veteran political strategist, commentator, and former interim Chair of the Democratic National Committee (DNC), has a career deeply embedded in advocating for democratic principles and engaging diverse communities.

- **Inclusion:** Brazile has been a tireless advocate for voting rights and greater participation in the democratic process,

particularly for African Americans and other marginalized communities. Her work on voter registration drives and her role within the DNC have aimed to dismantle systemic barriers to political engagement and ensure that more voices are heard. This aligns directly with IDEA's emphasis on actively breaking down barriers and fostering a sense of belonging in the political sphere. Her consistent presence as a commentator also provides a voice for progressive and often underrepresented perspectives in mainstream media.

- **Diversification:** Brazile's career itself represents a diversification of leadership within the political establishment, especially for Black women. Beyond her personal identity, her strategic work often involves coalition-building across diverse groups, aiming to unite various factions of the Democratic Party and the broader electorate. Her experience managing

multiple campaigns and her roles in various organizations demonstrate an ability to adapt approaches and engage with a wide spectrum of political thought and action, contributing to a diversification of political strategies.

- **Empowerment:** Brazile's dedication to empowering voters, particularly those in underserved communities, is a hallmark of her career. By working to ensure access to the ballot box and providing political education, she directly empowers individuals to exercise their fundamental democratic rights. Her mentorship of younger political operatives, especially women and people of color, also serves as a crucial form of empowerment, equipping the next generation with the tools and knowledge to succeed in politics. Her role as a political analyst empowers the public with insights into the political process.
- **Authenticity:** Brazile is often lauded for her

frankness and willingness to speak her mind, even when it challenges established party lines or conventional wisdom. Her autobiography, "Cooking with Grease: Stirring the Pot in American Politics," exemplifies her readiness to share personal experiences and insights with candor. While political strategists often operate behind the scenes, Brazile's public commentary and willingness to address controversies (e.g., the DNC email hack in 2016) suggest a strong commitment to authenticity, even if it comes with political costs. She tends to be seen as a genuine voice for her beliefs.

Muriel Bowser's Public Record and IDEA:

Muriel Bowser, as the current Mayor of Washington, D.C., holds a unique executive position within the nation's capital, allowing her to implement policies with significant local and symbolic national impact.

- **Inclusion:** Mayor Bowser has focused

heavily on issues of affordable housing, addressing homelessness, and supporting vulnerable populations in D.C. Her administration's initiatives to expand access to housing, healthcare, and educational opportunities aim to ensure that all residents, regardless of socioeconomic status, can participate fully in the city's life. Her administration's efforts to provide pathways out of poverty and invest in underserved neighborhoods directly contribute to fostering an inclusive city. Her visible leadership as a Black woman mayor also serves as a powerful symbol of inclusion in governance.

- **Diversification:** As Mayor, Bowser has had to navigate the diverse needs of a complex urban environment, from wealthy neighborhoods to historically marginalized communities. Her policy decisions, such as expanding public transportation, supporting small businesses, and fostering

technological innovation, represent efforts to diversify the city's economy and opportunities. The city's embrace of different cultural events and initiatives also contributes to a broader diversification of urban life. Her handling of issues related to protests and civil unrest has also required diversifying approaches to public safety and community engagement.

- **Empowerment:** Bowser's administration has focused on empowering D.C. residents through various programs, including job training initiatives, educational reforms, and support for local businesses. Her advocacy for D.C. statehood is a profound act of empowerment for the city's residents, aiming to grant them full political representation and self-determination. By investing in community-based programs and social services, she seeks to empower individuals and families to improve their quality of life.
- **Authenticity:** Like any public executive,

Mayor Bowser's actions are subject to intense scrutiny and criticism. However, her long-standing commitment to public service in D.C., first as a Ward Councilmember and then as Mayor, suggests a deep-rooted dedication to the city and its residents. Her public stance on issues like local control and D.C. statehood, often challenging federal authority, demonstrates a willingness to fight for what she believes is right for her constituents. Her response to national events, such as the 2020 protests and the January 6th insurrection, showed a clear and often authentic commitment to protecting the city and its democratic institutions, even in the face of immense pressure.

Comparing to the New Understanding (IDEA):

Both Donna Brazile and Muriel Bowser, in their respective spheres, illustrate the transition from a potentially narrow DEI focus to a more robust IDEA approach:

- **Beyond De Rigueur DEI:** Their work actively moves beyond mere demographic representation. Brazile's focus on actual voter empowerment and systemic access, and Bowser's executive actions on housing, education, and statehood, exemplify the active *inclusion* of marginalized groups and the *empowerment* of communities through policy and advocacy, rather than simply checking boxes for diversity.
- **Proactive and Systemic Change:** Both are actively involved in pushing for systemic change. Brazile's efforts to reform the Democratic Party and advocate for voting rights aim for structural shifts. Bowser's policy decisions as Mayor directly influence the systems and structures within D.C. that affect residents' lives, embodying IDEA's "proactive, human-centered, and intrinsically motivated ethos."
- **Authenticity in Leadership:** While operating in high-stakes political

environments, both demonstrate a commitment to authenticity. Brazile through her candid commentary and personal narratives, and Bowser through her unwavering advocacy for D.C. and its residents, showcase how genuine conviction can drive leadership in social justice efforts. Their careers highlight that achieving "authenticity" in public life is an ongoing process of aligning actions with values, even amidst political complexities.

In conclusion, Donna Brazile and Muriel Bowser provide compelling real-world examples of how the principles of IDEEA—Inclusion, Diversification, Empowerment, and Authenticity—are being manifested and pursued in contemporary American politics, both at the strategic level and within executive governance. Their public records underscore the dynamic and evolving nature of social justice work, moving beyond foundational DEI concepts to a more deeply

transformative and human-centered approach.



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Jean Hay Bright and David Bright of Maine have public records that, while perhaps less nationally prominent than the Kucinich's or Dot Maver, nonetheless offer compelling insights when viewed through the IDEA framework. Their work largely revolves around local activism, political engagement, and agricultural pursuits in Maine.

Jean Hay Bright's Public Record and IDEA:

Jean Hay Bright's career as a reporter, organic farmer, political candidate, and author provides a rich tapestry for analysis.¹

- **Inclusion:** Bright's early work as a reporter for the *Bangor Daily News* suggests a commitment to informing the public, which is foundational to an inclusive society. Her later activism, including fighting against a coal-burning power plant, directly sought to protect the health and well-being of a

community, ensuring their inclusion in decisions [affecting their environment.](#)² [Her book "Proud to Be a Card-Carrying, Flag-Waving, Patriotic American Liberal" \(1996\)](#) speaks to advocating for civil rights and worker rights, aligning with IDEA's emphasis on dismantling barriers and fostering belonging for all. Her homesteading and farm stand experience also suggests an inclusive approach to food systems, providing direct access to produce.

- **Diversification:** Bright's transition from journalism to organic farming and political activism demonstrates a personal embrace of diversification in her own life and work. Her involvement with the Maine Organic Farmers and Gardeners Association (MOFGA) highlights a commitment to diversifying agricultural practices away from conventional methods towards more sustainable and localized approaches. Her

political candidacies, often as a progressive voice challenging the status quo, also represent an effort to diversify political discourse and offer alternative perspectives within the Democratic Party.

- **Empowerment:** Bright's roles as a legislative assistant to a Congressman and her own campaigns for U.S. Senate indicate a direct effort to empower herself and, by extension, the progressive movement. Her writings, particularly "A Tale of Dirty Tricks So Bizarre: Susan Collins v. Public Record," aim to inform and empower citizens by exposing alleged political manipulations and highlighting the importance of public records.³ This aligns with IDEA's focus on equipping individuals with knowledge and agency to advocate for themselves. Her homesteading and farming background also implicitly empowers individuals through self-sufficiency and connection to the land.

- **Authenticity:** Bright's public persona, particularly her continued engagement in activism and writing, suggests a consistent and authentic commitment to her progressive values. Her decision to leave journalism for farming, and then to engage in challenging political campaigns, indicates a willingness to follow her convictions rather than purely conventional career paths. The direct, often critical, nature of her writing also speaks to a desire for honesty and transparency in the public sphere, aligning with IDEA's call for authenticity and confronting uncomfortable truths.

David Bright's Public Record and IDEA:

David Bright, as a farmer and local official in Dixmont, Maine, also demonstrates aspects of the IDEA framework, often in tandem with Jean Hay Bright.

- **Inclusion:** His work as a farmer (BrightBerry Farm) contributes to local food systems,

which can enhance food security and access for community members, promoting a form of local inclusion. His role as a Dixmont selectman implies direct involvement in local governance, working to ensure the well-being and voice of all residents in community decisions, which is foundational to inclusion.⁴

- **Diversification:** His involvement in the Maine Farm Bureau and advocacy for broadband internet in rural areas speaks to diversifying economic opportunities and infrastructure in underserved regions.⁵ This moves beyond a singular focus on traditional economic development to embracing broader, more equitable access to essential services. His reported attempt to vote for Bernie Sanders as a Maine Elector (instead of Hillary Clinton, before being ruled out of order) demonstrates a willingness to challenge established norms and diversify

political outcomes, even at a symbolic level.

- **Empowerment:** Bright's advocacy for rural broadband internet directly aims to empower farmers and small businesses in unserved areas by providing them with crucial connectivity.⁶ As a selectman, he contributes to local decision-making that can empower residents with more control over their community's future, such as the town's decision regarding solar panel construction and recycling.
- **Authenticity:** David Bright's sustained commitment to farming and local public service in a rural Maine community suggests an authentic connection to his values and his local environment. His engagement in discussions about the environmental impact of solar panels, for example, shows a willingness to address complex local issues with a practical and principled approach, aligning with IDEA's emphasis on genuine

commitment and honesty.

Comparing to the New Understanding (IDEA):

The public records of Jean Hay Bright and David Bright, particularly their focus on local issues, sustainable practices, and advocacy for systemic change, align well with the IDEA framework:

- **Beyond De Rigueur DEI:** Their work moves beyond superficial DEI by focusing on practical applications of social justice. Jean's organic farming and political challenges, and David's local advocacy for broadband, demonstrate a commitment to *diversifying* systems (e.g., food, political discourse, infrastructure) and *empowering* local communities, rather than merely measuring demographic diversity or addressing immediate inequities in existing structures.
- **Proactive and Grassroots:** Their activism is often proactive and grassroots-driven, reflecting IDEA's "proactive, human-centered, and intrinsically motivated

ethos." Their commitment to local communities and specific causes (e.g., environmental protection, farmer support) shows a deep, rather than top-down, engagement.

- **Authenticity in Action:** Both demonstrate authenticity through their consistent engagement in their chosen fields and their willingness to take stands on issues that resonate with their values, even if it means challenging powerful entities or established norms. Jean's history of investigative reporting and political challenges, and David's local governance and advocacy, show a principled commitment to their beliefs.

In sum, Jean Hay Bright and David Bright, through their distinct but often complementary public records, provide valuable examples of how the principles of IDEA can be manifested at local and state levels. Their work illustrates the

importance of active inclusion, the deliberate pursuit of diversification in practices and thought, the empowerment of communities, and the foundational role of authenticity in driving genuine and sustainable social justice efforts.



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CAZ & POLL co-hosts. [DMIDEAS2035](#)

Exec. Producer BradiVarius. PM Thomas [Consulting Data Sommelier](#)

Dr. Dot Maver is a prominent educator and peacebuilder whose public record is deeply intertwined with the "Department of Peace" movement and broader peacebuilding initiatives.¹ Her work, when examined through the lens of the IDEA framework (Inclusion, Diversification, Empowerment, Authenticity), offers a strong alignment with its principles.

Dot Maver's Public Record and IDEA:

- **Inclusion:** Maver's work is inherently focused on inclusion. As a co-founder of the Global Silent Minute, the National Peace Academy USA, and the Global Alliance for Ministries and Infrastructures

of Peace, her efforts are consistently aimed at bringing diverse individuals and groups together around a common purpose: peace.² Her focus on "inspiring cooperation on behalf of the common good" and utilizing a "shared responsibility and shared leadership model" (SR/SL) directly embodies the IDEA principle of creating environments where everyone feels safe, respected, and genuinely part of the collective fabric.³ Her involvement with the UN International Day of Peace NGO Education Peace Team also highlights a commitment to global inclusion in peacebuilding efforts.⁴

- **Diversification: Maver's work is a testament to diversification in action. She co-developed and taught a course on "Inclusive Coalition Building" and her various leadership roles in different peace organizations (National Peace Academy, Global Alliance for Ministries and Infrastructures of Peace, River Phoenix Center for Peacebuilding) demonstrate a commitment to engaging diverse stakeholders and approaches to peace.⁵ Her background as an educator, along with her "Maver Method" for softball hitting, suggests a capacity for innovative thinking and applying principles across different domains, which aligns with IDEA's call for expanding horizons and**

embracing a wider spectrum of lived experiences and approaches.⁶ The concept of "infrastructures of peace" itself implies a diversification of strategies beyond traditional conflict resolution.

- Empowerment: Empowerment is a central theme in Maver's career. As the former Executive Director of The Peace Alliance and Campaign for a US Department of Peace, she actively worked to empower citizens to advocate for systemic change and influence policy.⁷ Her educational background and development of courses focusing on the "application of spiritual principles in life" and "creating a culture**

of peace" aim to equip individuals with the knowledge and skills to become peacebuilders.⁸ Her work with the River Phoenix Center for Peacebuilding focuses on practical peacebuilding skills, further empowering individuals and communities to resolve conflict non-violently and build a culture of peace.⁹

- Authenticity: Dot Maver's public record consistently portrays a deep-seated and authentic commitment to peace.¹⁰ Her long-standing involvement in the Department of Peace movement, her continuous work in education and community organizing for peace, and her co-authorship of "Conscious Education:**

The Bridge to Freedom," all speak to a profound and consistent dedication to her values.¹¹ Her emphasis on "right relationship with all Life" and "the spirit of cooperation" suggests a philosophical grounding that underpins her practical actions, aligning with IDEA's call for genuine self-reflection and a deep-seated commitment to justice.¹² Her willingness to dedicate her career to the often challenging and long-term work of peacebuilding underscores her authenticity.

Comparing to the New Understanding (IDEA):

Dot Maver's work can be seen as a pioneering example of the IDEA framework in practice,

even before its formal articulation.

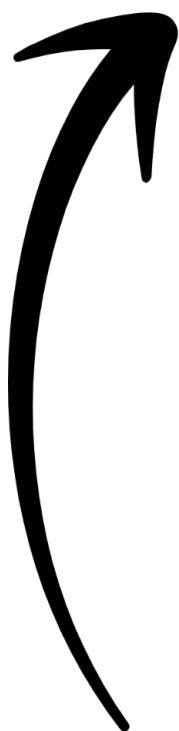
- **Moving Beyond DEI's Traditional Scope:**
While traditional DEI might focus on ensuring diverse representation in peace organizations, Maver's work pushes further into active *diversification* of peacebuilding strategies and the *empowerment* of individuals to become agents of peace. The very idea of a "Department of Peace" or "infrastructures of peace" is about fundamentally restructuring societal approaches to conflict, which goes beyond mere equitable distribution of existing resources (equity) or representation (diversity).
- **Proactive and Transformative: Her**

emphasis on building a "culture of peace" and her work in education reflects IDEA's proactive, human-centered, and intrinsically motivated ethos.¹³ It's not just about correcting past injustices but actively building a new, more peaceful future through conscious effort and transformation.

- Embracing Authenticity as Core: Maver's sustained dedication to peace and her focus on spiritual principles as a foundation for peacebuilding demonstrate the paramount importance of authenticity in her work.¹⁴ This aligns perfectly with IDEA's recognition that genuine, values-driven commitment is essential for sustainable social justice**

movements.

In conclusion, Dot Maver's public record, particularly her advocacy for a Department of Peace and her extensive work in peace education and community organizing, provides a compelling real-world illustration of the IDEA framework in action.¹⁵ Her career exemplifies the shift from a potentially compliance-driven approach to social justice (as DEI can sometimes be perceived) to a more dynamic, transformative, and authentically driven commitment to building a more inclusive, diversified, empowered, and authentic world.



Welcome to AiHimsa Peace Park

